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Rhode Island Library Association Bulletin



MEMBERSHIP DIRECTORY

MAY/JUNE 1985

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Editorial Notice:

The Bulletin is published ten times per year, with combined issues in May/June and July/August. News and articles should be submitted to the editor by the first day of each month for publication by the first of the following month.

The Bulletin is a publication for public, school, academic and special libraries of Rhode Island. Published by the Rhode Island Library Association, the Bulletin welcomes news and discussion of interest to RILA members. Articles contained herein, however, do not necessarily reflect the ideas of the RILA membership, or the Bulletin staff or advertisers. All articles about library and media matters will be considered for publication. All should be signed and should not exceed ten double spaced typed pages unless the editor is consulted. Cover art should be done in black and white and should measure 7½ inches wide by 6 inches high.

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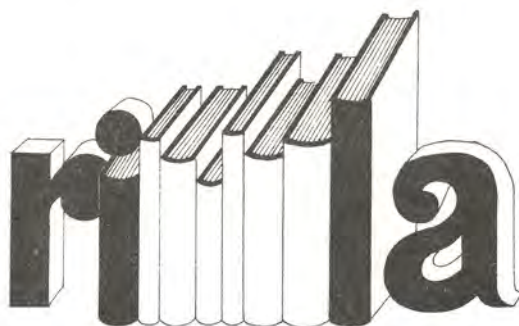
RHODE ISLAND LIBRARY ASSOCIATION
BULLETIN

VOLUME 57 NUMBER 5



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EDITOR'S NOTEBOOK

This will be my last issue as Managing Editor of the RILA Bulletin -- I have accepted a position at the University of California/San Diego Medical Center, and am off to live in sunny (they say) Southern California. I would like to take this opportunity to thank all of the people who have served so faithfully on the Bulletin staff for all the hard work they have done over the past year or so. I have enjoyed helping to bring the Bulletin to press each month - it certainly has been a learning experience.

The Executive Board of RILA has decided to use this as a time to reevaluate the format of the Bulletin and the publication schedule. The format will be changing, and in the interim, publication will be suspended temporarily. The next issue of the Bulletin can be expected sometime in the fall.

The Executive Board is seeking a new managing editor, and anyone interested in this position (or in working on the Bulletin in any capacity) should contact Connie Lachowicz as soon as possible.

The March 1985 Bulletin contained Elizabeth Breault's paper "Use of Public Access Programming by Rhode Island Libraries." The letters that follow indicate that the article contained inaccurate and misrepresented information. Additionally, contrary to what I believed to be the case, the article was submitted to the Bulletin by someone other than the author and it was published without her express knowledge or consent. I apologise to Ms Breault and to all concerned for this. The Bulletin has relied consistently and successfully on the belief that individuals submitting material for publication have the integrity to submit accurate material in which the comments of persons who are quoted and/or paraphrased are accurately represented. Unfortunately when an article appears without the author's consent, this accuracy cannot be guaranteed.

It is not the policy of the Bulletin to publish material which is inaccurate, in which people's comments are misrepresented, or which contains unverified information. It also is not the policy of the Bulletin to publish material without the author's consent. The fact that this has happened has caused me considerable concern, and I have taken steps to insure that it does not happen again.



Chris Chapman
Editor



Letters to the Editor



Dear Editor:

My paper "Use of Public Access Programming by Rhode Island Libraries," which appeared in the March issue, was used without my knowledge or consent. I appreciate the kindness of the people who granted the interviews. I would not have intentionally caused them any embarrassment. Had I been advised of the intended publication of my paper, I would have contacted the persons interviewed for permission to use their remarks.

Elizabeth Breault

Dear Editor:

I would like to object to the RILA Bulletin's publication of Use of Public Access Programming by Rhode Island Libraries in the March 1985 issue. While the article has many strong points, it also contains several misconceptions, as well as opinion presented as fact. This would not have happened if an editor had taken the time to verify the allegations that are found the article. Printing the article "as is" was unfair to the people involved in the story as well as to the author who had put in a great deal of work researching the topic.

The RILA Bulletin should promote libraries and the Rhode Island library community. This end will never be achieved as long as the highly irresponsible practice of publishing unedited term papers continues.

Joseph J. McGovern, Jr.

Dear Editor:

I am deeply disturbed by the RILA Bulletin's publication of "Use of Public Access Programming by Rhode Island Libraries" by Elizabeth J. Breault.

I was interviewed on the telephone by Ms. Breault several months ago for a paper that she was presenting at the URI GLS. There was no mention made nor permission given for publication of the interview or parts thereof. I have been interviewed by many graduate students and this type of situation has never occurred before. There are many implications that can result from this sort of misuse and one major implication is that librarians will be much more cautious in allowing student interviews for any purpose.

The information in the article pertaining to my answers and comments are misquoted and misinterpreted. My programs with municipal officers deal with the function of their departments; the responsibilities of their position and those of their staff, major accomplishments of their departments, past and future; education and background for the position; career tracks for people interested in their type of positions; as well as budget and use of the department funds. "East Providence Inside" may have been a factor in educating the public about the City budget, but it was, by no means, the only or most significant one, as implied in the article.

The library staff in East Providence has been represented by three people from the library who have taken the cable company's training and have done so on their own time. Unionization of city workers, including the library staff, does not seem to have had an adverse effect on volunteerism from our staff, as it was reported. Additionally, the idea that a library director would "force" people to take training courses is unprofessional, as well as unpleasant and foolish.

The Friends of the East Providence Library are not taping our programs; however, I did mention that it might be a project they would be willing to help us with in the future. In addition, there is no bond issue for 1985 for library expansion.

I am certain that the cable companies in Rhode Island would not be pleased to see the article published in the RILA Bulletin. Even if the article reported fairly what was said about the cable companies, I'm sure that librarians did not give the information for publication.

Cable television in Rhode Island will benefit the community only in so far as the people and the companies can work together. This article can only hurt that relationship.

In an effort to say something positive about the article, I believe that the background of the cable industry was accurate and interesting.

It has been reported to me that the author of the term paper had no idea that it was being submitted for publication. If that is true, I am shocked that a professor would assume the right to submit a student's term paper for publication without that student's permission. I am additionally shocked by the apparent lack of responsibility on the part of the Feature Editor in accepting the article from someone other than the author.

My last comment on this subject is that I hope this problem will lead the staff of the Bulletin away from including term papers for publication in the Bulletin. My opinion is that the Bulletin is primarily for news about libraries in Rhode Island and activities that are taking place in our State, as well as progress reports on statewide library planning, not a forum for library school term papers.

Thank you for your cooperation in working to correct the serious problems that resulted from the article.

Very truly yours,

Roberta A.E. Cairns
Director of Library Services
City of East Providence

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RILA '85



Dear Editor:

I wish to correct the greivous misrepresentation of my views by Elizabeth J. Breault in her article "Use of Public Access Programming By Rhode Island Libraries" in your March, 1985 issue. My experience working with Full Channel cable TV has been rich, rewarding and productive. By reporting primarily the frustrations I have experienced as a novice in cable production working with a novice cable company, and placing overwhelming emphasis upon bloopers and minor mishaps, Ms. Breault has given your readers precisely the opposite impression.

Indeed, my intention in discussing the difficulties that the folks at Full Channel and I have had in producing the interview program "Chapter One," and generally in getting libraries onto the cable was to illustrate the great library TV we are destined to achieve in the Island System because we began using cable at our local company's very beginnings, when frustration was a certainty. If we could produce a quality product before there was a studio, with untried equipment, with untrained talent (me) and a relatively new crew, what glories might grow from Full Channel's facilities improvements and our increasing experience in the future?

I'm sure that my work with cable TV will continue to include difficulties, and I cannot claim perfection for Full Channel (we still cannot reliably predict when a program will be cablecast). Yet construction of the new studio has been completed, I have enrolled in a Videography course, and the Full Channel crew has logged hundreds more hours working as a team. The cooperation I have received from Al Perriera and his local origination crew, particularly Joe Osmanski and Bill Haig, has always been exemplary. I am certain our productions this spring will bear out my optimism.

Ms. Breault could not have so misled the Bulletin's readers about my experience had she reviewed the tapes that resulted from it -- or had she spoken to anyone at Full Channel -- or had she checked back with me after writing the article to confirm its accuracy. She didn't.

Probably because she was not writing an article. Ms. Breault was writing a term paper. When she interviewed me, she had no intention at all of publishing her findings, having come to me not as a reporter, but as a student.

Yours,

Howard Boksenbaum

VOTING RESULTS OF THE NUCLEAR FREEZE RESOLUTION

MAIL BALLOT

Judy Bell, Connie Lachowicz and Charlotte Schoonover met on April 3, 1985, to count the ballots. All names were checked against the membership list for validity.

Sixty-five ballots were received as of April 3, 1985. Ballots received after this date were not eligible to be counted. Five ballots fell into this category.

- 46 voted "for" the Nuclear Freeze Resolution as stated in the text of the petition.
- 18 voted "against" the Nuclear Freeze Resolution as stated in the text of the petition.
- 1 ballot was declared invalid because the voter was not a member of RILA.

RESULT: The Nuclear Freeze Resolution as stated in the text of the petition PASSED.



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REPORT OF THE FIFTH ANNUAL SALARY SURVEY - 1984

by Patricia E. Jensen with Eileen Yandolino

The RILA Personnel Committee is pleased to report, for the fourth year, that one hundred percent of the Rhode Island public libraries responded to its annual salary survey. Consequently a very reliable data base of salary information is being developed that will be of continuing value to the state's professional librarians. The RILA Personnel Committee wishes to thank the library directors and their staff for providing the information which has made it possible for the Association to develop an on-going record and analysis of library salaries in Rhode Island. Thanks also go to the Department of State Library Services (DSLS) for its cooperation in the survey.

PRELIMINARIES

Basic collection procedures were maintained; DSLS, as part of its statistical-gathering process, collected the questionnaires which contained the data reported herein. In turn, the questionnaires were sent to Patricia E. Jensen, Assistant Professor at the Graduate School of Library and Information Studies (URI), for tabulation and analysis. This process was completed with the assistance of Eileen Yandolino, a graduate assistant at the GSLIS. Initially the data were tabulated roughly for presentation by the Personnel Committee to the attendees at the Annual Conference of the Rhode Island Library Association in November (1984). At the request of a number of library directors, who attended the Conference, the authors reviewed the data and finalized the tabulation for distribution to the five (5) regional library centers by January 1985.

THE SURVEY

Forty-four (44) public libraries received the salary survey questionnaire during the summer of 1984. Table 1 illustrates the population distribution of Rhode Island's public libraries. Although there was one hundred percent (100%) response, only 97.8 percent of the responses were legible. The table also reflects on population change in the state; one community moved out of the 25,000+ group and into the 10,000-24,999 category. Such movement in 1984 does not indicate a significant change in population distribution.

INTERPRETATION

To understand the limits of the report, it is important for the reader to understand certain factors which may or may not affect the comparability with the 1985 survey. Table 1 shows that the data have been analyzed using one less library (43 vs. 44) and that the change in population of one community caused one library to move from one population category (25,000+) to another (10,000-24,999). The number of hours for a full-time position varied from library to library so the author established thirty-five (35) hours for the purpose of consistency and anything below that figure was treated as part-time. When no actual salary was provided, the average of the maximum/minimum salary range was established and used; in some cases these statistics skewed the data (see Tables); however, to have done otherwise would have caused the elimination of a number of responses. Also, when an hourly wage was given for a full-time position, the annual salary was determined by multiplying the wage figure by fifty (50), predicated on the assumption that fifty (50) weeks is the average full-time working-year. And, finally, the salary of the consultant librarian acting in an advisory role to the Pascoag Public Library was not counted in the statistics reported herein.

ANALYSIS

The structure of the tables has remained the same, with each being divided into the job categories cited in the questionnaire. The tables, reflecting the four population categories, report the lowest reported salary, the median salary or mid-point of the salary range, the mean or average salary, and the highest reported salary. For comparison, the salary figures from the 1983 survey also are included. Where salaries were unavailable or meaningless there is a line (----) in the tables. Summary information on fringe benefits and vacation time is arranged in the same manner as the salary tables, which, in the future, should allow a more accurate comparison than in the past.

The salary ranges for communities with less than 5,000 population are shown in Table 2. Low salaries have been traditional for this population category, but the statistics for the past three (3) years have shown improvement. The upper range for Library Director shows an increase of \$1,000, which is a 7 percent gain over last year. When compared to the same position in the 5,000-9,999 population, the gap remains about the same, but indicates comparable incremental growth. The figures for part-time Library Director in the less than 5,000 population group appear to be startlingly low at the upper salary range. This is the result of the author treating a salary of \$14,565 as full-time although the position is one of twenty-four (24) hours per week. Examination of fringe benefits and vacation days further substantiates the assumption that the position is regarded as a full-time one. If treated as part-time,

Table 1
Survey Responses

<u>Population</u>	<u>Number of Responses</u>	
	<u>1984</u>	<u>1983</u>
0 - 4,999	7	7
5,000 - 9,999	6*	6
10,000 - 24,999	19	18
25,000 +	<u>12</u>	<u>13</u>
Total	44*	44

* one response not legible as received

Table 2
Salary Ranges for Selected Positions
by Population Group : Less than 5,000 Population

<u>Positions</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>
Full-Time								
Library Director	14,300	15,300	--	14,933	--	14,933	--	14,555
Part-Time*								
Library Director	11.25	7.45	6.40	6.26	7.09	6.74	5.00	5.63
Ass't Director	5.53	5.97	--	5.61	--	5.61	--	5.24
Staff Librarian	5.70	6.00	--	--	--	--	--	--
Library Technician	5.00	6.00	--	4.38	4.11	4.91	3.50	3.65
Clerical Staff	4.09	4.50	3.67	4.36	3.73	4.33	3.50	3.84
Custodial Staff	4.00	4.00	3.75	3.82	3.75	3.75	3.50	3.35
Page	--	3.35	--	--	--	--	--	--
* hourly salary								

the hourly wage is 12.14, which is a significant increase over 1983 (9%). Using that same figure the median in Table 2 would be \$7.00 and the mean \$7.82, each representing the same 9 percent increase; the low figure represents an 11 percent increase over 1983. Examination of Table 3 indicates, as last year, that a part-time Library Director in the under 5,000 group earns more than that same position in the 5,000-9,999 population category, no matter which range is compared. The other jobs represent modest gains in all categories except custodial staff which has remained basically at the same level. The salary figures for part-time Assistant Director, Staff Librarian, and Library Technician at the upper range are inconsistent, but given as reported. Two questions might be asked, "Is each respondent identifying the three job titles in the same manner?" or "Are those job titles used in a consistent manner in all the libraries surveyed?" The author's answer to both questions would be "No." Nevertheless, the continued increase in salaries in the population group represented by Table 2 signifies that those towns continue to be committed to library service for their constituents.

Table 3 displays the salary ranges for libraries in the 5,000-9,999 population group. There has been no reduction in the number of libraries in this category. However, the data reported in Table 3 are that of five (5) institutions because the figures on the sixth survey were illegible. Despite this, the 1984 data show a general improvement in salaries. The full-time Library Director salary represents a 7.5 percent increase over 1983, bringing the salary figure for the upper range back to the 1982 data. With only one respondent in this category for 1983 and 1984, there are no figures for median, mean, or low. The part-time Library Director salary in the upper range shows an 11 percent increase over last year, but at the lower range it is only 4 percent. The median and mean data show an 11 and 10 percent increase respectively which indicates that other salaries for this position have also risen significantly; otherwise these figures would have reflected a greater impact by the low range salary. With the exception of Staff Librarian and Library Technician, all other job categories in the upper range show an increase of 6 percent. The data for the above two positions indicate only one person in each position so it is difficult to make a valid evaluation of the statistics. The salaries at the lower range do not show a significant increase for 1984. The difference between the hourly salary for part-time Library Director and Custodial Staff signifies little improvement. At the upper range it is \$2.77 and \$1.36 for the lower range. Custodial Staff are important to the proper maintenance of the libraries and should be fairly compensated, but part-time salaries of professional librarians must be increased substantially in order to attract well-qualified persons and to ensure continuation of good library services to the communities in this population group.

Table 3
Salary Ranges for Selected Positions
by Population Group : 5,000 - 9,999 Population

<u>Positions</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>
Full-Time								
Library Director	15,120	16,329	--	--	--	--	--	--
Part-Time*								
Library Director	6.87	7.64	5.56	6.25	5.74	6.34	5.00	5.20
Staff Librarian	4.00	4.00	--	--	--	--	--	--
Library Assoc./ Sr. Library Tech.	5.23	5.54	3.60	3.88	4.07	4.24	3.40	3.67
Library Technician	5.25	4.20	4.75	--	4.67	--	4.00	--
Clerical	4.58	4.87	4.26	3.83	4.09	4.05	3.35	3.40
Custodial	4.58	4.87	4.21	4.36	4.21	4.36	3.84	3.84
Page	3.35	3.50	--	--	--	--	--	--
*hourly salary								

Table 4
Salary Ranges for Selected Positions
by Population Group : 10,000 - 24,999 Population

<u>Positions</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>
Full-Time								
Library Director	26,000	27,500	19,907	19,900	18,395	20,284	14,000	16,296
Ass't Director	18,375	19,250	13,000	13,613	13,654	14,545	9,800	12,200
Senior Librarian	19,907	21,500	16,628	18,533	16,990	18,508	15,400	16,500
Staff Librarian	19,311	20,083	14,194	16,276	15,236	16,948	9,900	13,300
Branch Librarian	16,530	17,522	15,490	16,435	15,490	16,435	14,450	15,347
Lib Assoc/Sr.Tech	12,785	13,879	10,827	11,724	10,873	11,213	9,082	7,895
Library Technician	11,741	13,447	9,880	10,279	10,184	10,625	8,800	9,360
Clerical	17,038	17,720	11,749	10,400	11,622	12,103	8,200	9,000
Custodial	13,650	15,000	12,104	14,003	12,104	14,003	10,558	13,006
Part-Time*								
Library Director	8.25	8.50	--	6.75	--	6.75	--	5.00
Assistant Director	8.20	6.82	7.39	--	7.39	--	6.57	--
Staff Librarian	8.00	8.16	7.09	7.00	6.67	6.74	4.50	5.00
Branch Librarian	--	5.11	--	5.00	--	5.00	--	4.88
Lib.Assoc/Sr.Tech	6.96	7.45	5.00	5.23	5.12	5.27	3.50	3.65
Library Technician	6.87	7.10	4.77	5.00	4.85	5.04	3.85	3.65
Clerical	6.66	7.64	3.83	5.25	4.38	5.11	3.50	3.35
Custodial	6.31	6.45	3.95	4.50	3.96	4.51	3.35	3.50
Pages	4.15	4.48	3.55	3.43	3.41	3.50	2.98	3.05

*hourly salary

The salary ranges for the 10,000-24,999 population group are shown in Table 4. The number of libraries in this category has increased by one (1) since 1983 (18 to 19), apparently caused by a shift downward in the population of one community previously reporting in the 25,000+ category. With over 40 percent of the survey responses coming from this population group, that minor change may or may not have had an impact on the data. Good gains are reported for all full-time positions at the upper level; percentages of increase range from 4 percent for Clerical and Staff Librarian to 13 percent for Library Technician with the mean being 6.9 percent. Except for Library Associate/Sr. Library Technician which shows a 13 percent decrease at the lower level, all other job categories had salary increases ranging from 6 percent for Branch Librarian and Library Technician to 35 percent for Staff Librarian with a mean of 13.2 percent (10.3 percent with the decrease). The movement of one library into this population group from the largest population category may help to explain the large increases at the lower end of the salaries. However, if one examines the medians and means for these same positions, it becomes evident that there has been a major gain in salaries for full-time positions. One set of statistics should be noted - the median and mean of Clerical. The median shows an 11.5 percent decrease, but the mean has a 4 percent increase, which indicates, of the five reported salaries, three are at the low range with a wide discrepancy between the low and high figures which brings up the average of the five. All part-time positions at the upper level show gain from 1983 to 1984 except the Assistant Director, for which the author has no explanation except to note that there is only one such position reported in 1984. The Library Director category has an addition at the lower range. The hourly salary was computed by dividing the reported salary (5,000) by 1000 hours (20/wk + 50 wks). It is disturbing that these two (2) part-time positions with such low hourly salaries are to be found in this population group.

Comparison of part-time salary ranges recorded in Table 3 (5,000-9,999) signifies that libraries in the 10,000-24,999 population group pay significantly higher hourly salaries at the upper range, but the rates at the lower range are slightly lower. The median and mean salaries are also higher, but the great fluctuation from category to category gives evidence that low hourly rates do prevail despite how good the figures in the high level appear. Looking at the next highest population (Table 5), the high salary of Library Director, Assistant Director, and Senior Librarian in the 10,000-24,999 population group compares favorably with the median of that group. Except for Branch Librarian, however, the upper salary range for the other job categories exceeds the median of the highest population group. Examination of the upper level salaries in Tables 4 and 5 indicates that a large gap in the salary structure still exists and in some categories is widening. This is not universally true at the low range of salaries where, in a number of categories, the differences are small or those depicted in Table 4 exceed those for the same position in Table 5. The mean and low salary for Staff Librarian, for example, is greater than the comparable salary figures in Table 5. The Branch Librarian,

Table 5
Salary Ranges for Selected Positions
by Population Group : 25,000 + Population

<u>Positions</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>	<u>1983</u>	<u>1984</u>
Full-Time								
Library Director	35,645	41,189	27,250	27,000	26,761	28,420	16,000	19,500
Ass't Director	27,731	33,038	20,620	21,975	20,600	22,914	14,903	16,579
Senior Librarian	25,000	25,000	19,868	20,133	19,731	20,808	15,921	4,120
Staff Librarian	20,353	23,517	13,263	16,303	14,149	16,183	11,000	12,950
Branch Librarian	24,077	27,823	19,868	20,133	18,877	19,326	11,782	13,616
Sr. Library Tech	15,396	14,574	12,073	12,576	12,203	12,411	9,100	10,500
Library Technician	12,641	16,416	11,320	10,702	11,317	11,129	9,659	9,672
Clerical	13,632	16,416	8,426	11,175	8,951	10,672	6,561	8,767
Custodial	17,854	19,331	11,870	12,641	11,706	12,680	8,492	8,194
Part-Time*								
Library Director	6.40	6.40	--	--	--	--	--	--
Senior Librarian	--	6.40	--	--	--	--	--	--
Staff Librarian	9.00	9.32	7.17	7.21	6.94	7.81	4.20	4.20
Sr. Library Tech	7.13	12.45	4.50	9.59	5.00	8.94	4.50	5.00
Library Technician	6.76	9.67	5.24	5.35	5.21	6.28	3.50	3.50
Clerical	6.08	11.90	4.55	5.00	5.69	7.42	3.35	3.35
Custodial	6.45	4.97	4.30	4.75	4.34	4.40	3.35	3.50
Pages	4.30	4.40	3.60	3.60	3.52	3.59	2.30	3.10
*hourly salary								

Clerical, and Custodial also fare better in the 10,000-24,999 population group. These three categories also provide some interesting comparisons in the mean, median, and upper level data.

Table 5, as previously noted, displays the data for the 25,000+ population group. With few exceptions, the Table at the upper level shows significant wage increases ranging from a low of 8 percent for Custodial to a high of 23 percent for Library Technician with a mean of 14.9 percent and a median of 13.5 percent. Clerical and Assistant Director also had major increases of 17 and 16 percent respectively. However, Senior Librarian had a 0 percent increase and Senior Library Technician position shows a 5.4 percent decrease. Although these figures cause the mean to change to 11.0 percent, the overall picture is very positive. Salaries at the lower level also show significant increases which range from 10 percent for Assistant Director to 25 percent for Clerical with a mean of 15.9 percent and a median of 13.5 percent. Other major wage increases occurred with Director (18 percent) and Staff Librarian (15 percent). As in the upper range, there are positions in which there were little or minus increase - Senior Librarian (-11 percent), Library Technician (less than 1 percent) and Custodial (-4 percent). Without any change in the number of libraries in this population group, it is difficult to explain such figures, which lower the mean to 9.0 percent. Nevertheless, salaries at the lower range continue to show an upward trend. Examination of the part-time hourly salaries at the upper level indicates significant increases for Senior Library Technician, Library Technician, and Clerical, however, the others show little change as do all the hourly salaries at the lower range. It is disturbing, in the latter range, that the figures are essentially the same or lower than those paid in the 10,000-24,999 population group. Again, it is noted that this category of 25,000+ still has a part-time Library Director who receives only \$6.40 an hour.

Tables 6A through 8 show fringe benefits of various types for the reporting libraries. In keeping with the primary objective of this study, a detailed analysis of the 1984 figures is presented.

No attempt has been made to compare these figures to those of 1983, due to the fact that different reporting methods have been used. It is hoped that this year's format will facilitate a more meaningful analysis of the data.

The tables have been designed to highlight similarities and differences among the reporting libraries. It will become immediately apparent that not all of the totals add to the number of libraries reporting for each population group. This is due to the tremendous variance in fringe benefits and the manner of reporting.

Table 6A shows, with the exception of libraries in the 5,000-9,999 range, a majority of the libraries reported that their full-time employees earn paid vacation leave. For libraries serving populations less than 5,000 and over 10,000 employees have to work

Table 6A
Vacation Leave

<u>Number of Hours</u> Population:	<u>Number of Libraries</u>			
	<u>less than 5,000</u>	<u>5,000-9,999</u>	<u>10,000-24,999</u>	<u>25,000 +</u>
Employees work 35 hours or more and receive paid vacation leave	2	1	15	11
Employees work less than 35 hours and receive paid vacation leave	7	3	18	7
Minimum number of hours employee must work to qualify for vacation leave	3	-	10	10

Table 6B
Vacation Leave vs. Years on Job
Population up to 9,999

<u>Number of Days</u>		<u>Years on Job</u>									
		1		5		10		15		20	
		P	O	P	O	P	O	P	O	P	O
1 - 5	A	2	1	2	-	1	-	1	-	1	-
	B	-	1	-	-	-	-	-	-	-	-
6 - 10	A	3	1	-	1	-	-	-	-	-	-
	B	2	1	1	1	1	1	1	1	1	1
11 - 15	A	-	-	1	1	1	1	1	1	-	-
	B	-	-	1	1	-	1	-	1	-	-
16 - 20	A	1	-	2	-	2	1	1	-	2	1
	B	-	-	-	-	1	1	1	-	1	1
21 - 25	A	-	-	-	-	-	-	1	1	1	-
	B	-	-	-	-	-	-	-	1	-	1

Key: P=professional; O=others; A=population 5,000; B=population 5,000-9,999.

Table 6C
Vacation Leave vs. Years on Job
Population 10,000 - 25,000 +

<u>Number of Days</u>		<u>Years on Job</u>									
		1		5		10		15		20	
		P	O	P	O	P	O	P	O	P	O
1 - 5	A	2	4	-	1	-	-	-	-	-	-
	B	-	-	-	-	-	-	-	-	-	-
6 - 10	A	7	7	-	4	2	2	1	1	1	-
	B	1	2	-	1	-	-	-	-	-	-
11 - 15	A	2	1	5	6	4	5	2	3	1	-
	B	1	3	1	1	-	1	-	-	-	-
16 - 20	A	3	-	6	1	6	4	6	5	6	-
	B	1	-	1	3	1	2	1	1	1	1
21 - 25	A	2	1	1	-	2	-	1	-	3	-
	B	2	-	2	-	2	2	3	2	3	2
25 +	A	-	-	-	-	-	-	-	-	-	-
	B	-	-	-	-	-	-	-	-	1	1

Key: P=professional; O=others; A=population 10,000-24,999; B=population 25,000+

a minimum number of hours per week to qualify for paid vacation leave. However, of the five (5) libraries responding in the 5,000-9,999 range, none require their employees to work a minimum number of hours per week in order to qualify for paid vacation leave.

Tables 6B and 6C show vacation leave based upon the number of years on the job. Both professional and non-professional employees receive at least one (1) - five (5) days of vacation in their first year. The six (6) - ten (10) vacation day category for the first year is the largest reported for all employees.

Table 7A shows that in three (3) categories of population groups a majority of libraries grant both full- and part-time employees paid sick leave. The principal exception to this are the libraries serving populations between 5,000-9,999 persons.

Table 7B shows the number of sick days that libraries allow their employees to earn per year. The data are too incomplete to make any significant comparisons. A response rate of ten (10) out of nineteen (19), as was the case for the 10,000-24,999 range, was typical.

Any significant data on the maximum number of days of sick leave that may be accumulated by employees from year to year come from libraries serving populations of 10,000-25,000+. Eight (8) of the fourteen (14) libraries serving populations of 10,000-24,999 responding to this question, indicated that they allow employees a maximum of seventy-five (75) to 150 days of accumulated sick leave. Three (3) of the twelve (12) libraries in the 25,000+ range reported that they allow employees 135-150 days of maximum accumulated sick leave. Responses from other libraries were minimal making it impossible to tabulate the data for this category.

Table 8 indicates the availability of medical and group life insurance benefits to employees of reporting Rhode Island libraries. Medical insurance is available to employees of a majority of reporting libraries. Sixteen (16) libraries in the 10,000-24,999 range indicate that employees have to pay only 10 percent of their medical insurance costs, as did nine (9) libraries in the 25,000+ range. No similar observations may be made about libraries serving smaller population groups due to the lack of responses. Group life insurance is offered only to those employees in libraries serving over 10,000 persons. One-third of the responding libraries in the 10,000-24,999 range offer their employees group life insurance, as do slightly more than half of the libraries in the 25,000+ range. In both instances the library pays all group life insurance costs.

Bereavement leave and meetings/conferences are two (2) types of fringe benefits which many Rhode Island libraries "pay" to their employees. "Pay," for purposes of this survey, is defined as allowing employees to be absent from work and still compensated. More than half the reporting libraries serving populations of less than 5,000 paid employees for bereavement leave and meetings/conferences three (3) and four (4) respectively. No significant number of reporting libraries serving populations of between 5,000 and 9,999 compensated their employees for any type of leave. These two (2) types of fringe

Table 7A
Sick Leave

<u>Number of Hours</u>	<u>Number of Libraries</u>			
<u>Population:</u>	<u>less than 5,000</u>	<u>5,000-9,999</u>	<u>10,000-24,999</u>	<u>25,000 +</u>
35 hours or more	2	1	16	11
less than 35 hours	7	1	13	7
Minimum hours not stated	3	1	11	10

Table 7B
Sick Leave Per Year

<u>Number of Days</u>	<u>Number of Libraries</u>			
<u>Population:</u>	<u>Less than 5,000</u>	<u>5,000-9,999</u>	<u>10,000-24,999</u>	<u>24,000 +</u>
1 - 5	2	-	1	-
6 - 10	3	1	1	-
11 - 15	-	-	10	4
16 - 20	-	-	2	1
21 - 25	-	-	-	-
26 - 30	-	-	-	1

Table 8
Medical and Group Insurance

<u>Population Group</u>	<u>Medical</u>		<u>Group Life</u>	
	<u>yes</u>	<u>no</u>	<u>yes</u>	<u>no</u>
Less than 5,000	5	2	-	2
5,000 - 9,999	2	3	-	5
10,000 - 24,999	17	3	6	12
25,000 +	12	-	7	5

benefits also are the ones most often paid by libraries serving the 10,000-24,999 population group.

All libraries serving 25,000+ population pay their employees for jury, bereavement and meeting/conference leaves. Seven libraries allow military leave with pay. Paid maternity leave is granted by five (5) of the ten (10) libraries who reported for this item. Educational, paternity, and personal leaves are not among the benefits paid by a significant number of the libraries in this group. To compensate for overtime, four (4) of the twelve (12) libraries grant time-off and six (6) give both time-off and additional pay; none indicate only additional pay.

The tremendous variance in response to the survey question, "Do all employees who have worked for the library the same length of time receive the same amount of paid vacation leave?" makes a consistent comparison among reporting libraries impossible. Within each reporting group, however, it is possible to make some general observations.

One (1) library serving less than 5,000, indicates that there is no paid vacation leave for any library employee, regardless of length of service. Other libraries in this range indicate the categories of employees who receive different amounts of paid vacation leave include the Director, Library Technician, and professional and paraprofessional staff. Libraries serving 5,000-9,999 differentiate between librarian, assistants, and clerks for purposes of determining amounts of paid vacation leave.

Most responding libraries in the 10,000-24,999 range distinguish between full- and part-time employees, with part-time staff receiving leave equal to the average number of hours worked per week, not to exceed a total of two (2) weeks. For full-time employees, two (2) weeks to twenty (20) days is the average amount of paid vacation leave allowed. Two (2) libraries indicate that three (3) weeks of paid vacation leave are available to full-time employees after one (1) year and after two (2) to five (5) years' service respectively. In the first case three (3) weeks is the maximum allowable leave for any length of service; in the second, after five (5) years of service, four (4) weeks of paid vacation leave can be received.

Those libraries serving populations of 25,000+ distinguish between professional and non-professional and full- and part-time staff for purposes of determining amounts of paid vacation leave.

CONCLUSIONS

Review of the statistical data indicates that professional and non-professional library employees in Rhode Island have received decent salary increases since the 1983 survey. Given the resolution of the Annual Convention (1983) for a minimum starting salary of \$14,000 for professional librarians, it must be reported that the following positions do not meet the minimum:

Population Range	Title	Salary
10,000 - 24,999	Assistant Director	12,200
	Staff Librarian	13,300
25,000+	Staff Librarian	12,950
	Branch Librarian	13,616

Examination of the 1983 survey figures indicates that these same positions were below the minimum starting salary then. This year's salaries, although still not meeting the minimum, do show significant increases, the range being 14 percent to 26 percent. The greatest percentage of increase was in the 10,000-24,999 population group.

Hourly salaries for part-time employees also have shown increases in most categories for all population groups. However, the increases are uneven and many figures are close to or only slightly above the national minimum wage. Supportive staff is critical to the effective operation of any library; low salaries do not ensure quality personnel. Library Directors and community budget officers must direct their attention to this category of employees in libraries if full-time staff are to provide the quality library service that communities should expect from their libraries.

Because many questions within the survey were answered unevenly resulting in incomplete data, the author and her assistant will recommend changes in the questionnaire aimed at improving the response percentage and the validity of data comparison. If the database of salary information is to be statistically reliable then the collection of data and data reporting must be consistent and standardized. Additionally, the author will recommend that guidelines be established; said guidelines would attempt to ensure that statistical data be reported in a consistent manner. Establishment of controls is necessary if the yearly statistical analysis is to be meaningful and, thereby, usable by library directors and boards of trustees when it becomes necessary to justify library personnel budgets.



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